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UCSF Newsbreak

UCSF kicks off cancer awareness program for Latinos



Eliseo Perez-Stable (left) with Ana Maria Lopez, who will be a participant in the new program, describing to fellow Latinas her experiences with cancer. She says a routine mammogram saved her life. She hopes her message will save others.

Ana Maria Lopez, 68, was diagnosed with breast cancer nearly two years ago, but today, she says she's lucky and healthy.

When she first began seeing her doctor, Eliseo Perez-Stable, at UCSF five years ago, she had never had a mammogram, even though women over 50 should have the test yearly.

Perez-Stable prescribed Lopez annual mammograms, along with other screening tests appropriate for a patient of her age. Lopez's first two mammograms revealed no abnormalities. In February 1992, however, they detected a growth deep in her left breast. A biopsy confirmed a tumor, and a mastectomy was performed by UCSF surgeon Robert Warren.

Tests so far show that the surgery was performed in time and the cancer has not spread. She is back to her regular routine of walking four miles every morning near her Sunset District home, and enjoying life in general.

"I feel lucky that we caught it in time," says Lopez. "I've always had very, very good health. I never thought it (cancer) could happen to me."

A native of Mexico, Lopez has lived in the US for 37 years. Although she's had access to health care, she did not undergo regular, recommended screening tests until seeing her doctor at UCSF. Like many of her family and friends, she feared cancer and denied that she could be a victim of the disease.

A UCSF study reported last year by Perez-Stable found that many Latinos hold a fatalistic view of cancer or have misconceptions about the disease. Many, thus, do not seek screening or early treatment.

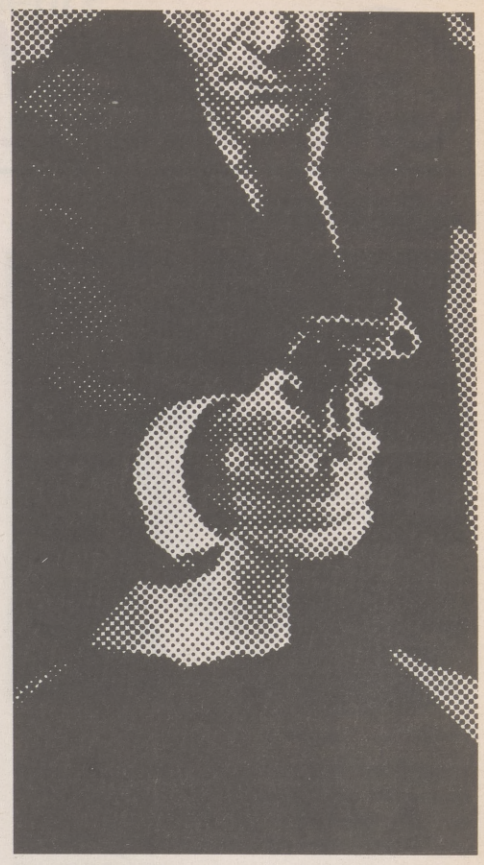
"En Accion Contra el Cancer"

UCSF researchers and health care workers hope to change that trend with a new program — "En Accion Contra el Cancer" — which will make Latinos more aware of cancer and encourage them to take advantage of screening tests. The program, to be announced at a press briefing on Tuesday, November 9, at the Mission Neighborhood Health Center, will target the more than 100,000 Latinos in San Francisco. The program hopes to eventually reduce the number of cancer cases and deaths in that community.

Compared to Anglos, Latinos have a lower incidence of cancer, but their mortality rates are high. One reason is that their cancers are often diagnosed after the disease has spread too far, says Perez-Stable, associate professor of medicine and principal investigator of "En Accion Contra el Cancer."

In California, for example, 43 percent of breast cancer cases among Latino women were diagnosed at a late stage, compared to 32 percent among white women. Eleven per-

(continued on page 2)



Page 3 ... Violence in the workplace

Open forums for campus community

Sexual harassment doesn't just go away

There are some things you would just like to go away either because they are too painful to deal with or maybe just too complex to understand. For many people sexual harassment is one of those issues.

But, whatever our wishes or feelings, sexual harassment just won't go away. One reason is that men and women tend to view it differently. What a man may see as just a little horsing around, a woman may see as a serious problem.

In an effort to raise awareness and eliminate sexual harassment at UCSF, the campus is continuing its "Sexual Harassment Education & Awareness Program."

All staff, faculty and students are invited to one of four open forums on sexual harassment prevention to be held on Wednesday, November 10, and Tuesday, November 16, from noon to 1:30 p.m. and 3:30 to 5 p.m., all in Toland Hall. The forums will be run by Trisha Brinkman of Brinkman & Associates, a consultant to UCSF who focuses on defini-

(continued on page 6)

More than an award winner ... She's a "Renaissance scientist"

Graduate students come to UCSF to do research and to learn. Ann Elizabeth Eakin is different. She not only learned, but the results of her UCSF work have proven to be some of the most exciting to appear in world health in quite a while.

While working in the laboratories of both pharmaceutical chemist Charles Craik and pathologist James McKerrow, Eakin isolated an enzyme that is essential to the life cycle of the insect-borne protozoan *Trypanosoma cruzi*, which causes Chagas' disease. This parasitic disease affects some 20 million people in the world today and nearly 100 million people are currently at risk. The disease is most prevalent in Latin America where it causes much of the heart disease seen in that region.

Obstacles to controlling Chagas' disease are complex. Not only is the disease maintained by the chronic infection of domestic animals, such as house rats, but the crude adobe shelters of rural Mexico also provide an ideal habitat for the so-called "assassin bugs" that transmit the parasite to man.

"Ann has learned more about this disease in her short time here than many researchers around the world have accomplished in years," said Craik during a reception honoring Eakin, at which she received the Graduate Division's first annual Julius R. Krevans Distinguished Dissertation Award for her work.

"She chose an extremely challenging project at the interface between chemistry and biology and bridged the disciplines of molecular biology, parasitology, enzymology, crystallography and drug design," said Craik. "She's really today's Renaissance scientist. It's a remarkable accomplishment for the work of a graduate student," said McKerrow. "She has developed a new approach to designing drugs. This is a great opportunity to attack an infectious agent," added Craik.

The majority of Eakin's UCSF work was funded by a $50,000 National Science Foundation grant and a California State Biotechnology Award.

Named in honor of the chancellor emeritus, the Krevans Award carries with it $2,000 and is given to a recent graduate whose dissertation exemplifies original scholarship that makes an unusually significant contribution to the health sciences. Currently a research biochemist at the University of Puerto Rico, Eakin was selected from among other 1992-93 doctoral graduates who were nominated by their respective program directors. UCSF

(continued on page 2)



Department camaraderie for "Weekend of Caring"

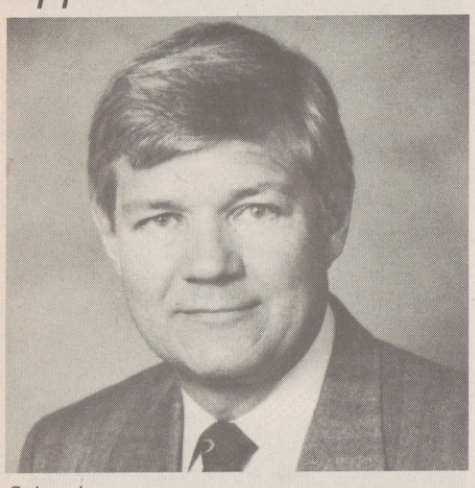
Many departments and divisions across campus have formed teams to be part of "Weekend of Caring," November 6 and 7, which ends UCSF's United Way Campaign. One such department is the Ob/Gyn In vitro Fertilization Program on the 14th floor of Moffitt. Above (left to right) Vicki Sweet, Eva Reismer, Michale Missasi, Danna DeKock, Lorien Foster and Pramila Dandekar will be serving lunch to homeless vets during the Veteran's Day Parade Luncheon, United Council of Human Services, at the War Memorial Veterans Building on November 7.

Over 200 UCSF employees, their families and friends are participating in the "Weekend of Caring." This is the second year in a row that the campus is organizing these two full days of volunteer opportunities.

Whether or not you are taking part in the "Weekend of Caring," your financial contribution to the campaign is desperately needed. Take a few moments *now* to go over your donor choice form and campaign brochure. Any questions? Call Ruth Weiller at 476-2401.

Gazette

Appointments



Schrock

Theodore R. Schrock: Appointed interim chair,-surgery, for a three-year term. Building on the base of excellence in surgical education, research and patient care established by his predecessor, Haile Debas (now dean of the School of Medicine), Schrock plans to focus on recruiting and retaining quality surgeons and to emphasize student and resident teaching. In order to further the department's educational and research objectives, he will work with Dean Debas and Chancellor Martin to enhance its endowment. He also would like to bring the surgical programs at UCSF's teaching hospitals closer together. Schrock, who will maintain his current title as professor, surgery, has pursued research interests in colonoscopy, regulation of hepatocellular growth, management of inflammatory bowel disease, and sphincter-preserving procedures for rectal carcinoma. He received his bachelor's and medical degrees here, was the winner of the Gold-Headed Cane in 1964 and joined the Department of Surgery in 1971 as an associate professor. A founding member of the Society of American Gastrointestinal Endoscopic Surgeons, he now serves as president of the Gold-Headed Cane Society, as a member of the Governing Council of the American Society of Colon & Rectal Surgeons, and as editor of *Perspectives in Colon & Rectal Surgery.*

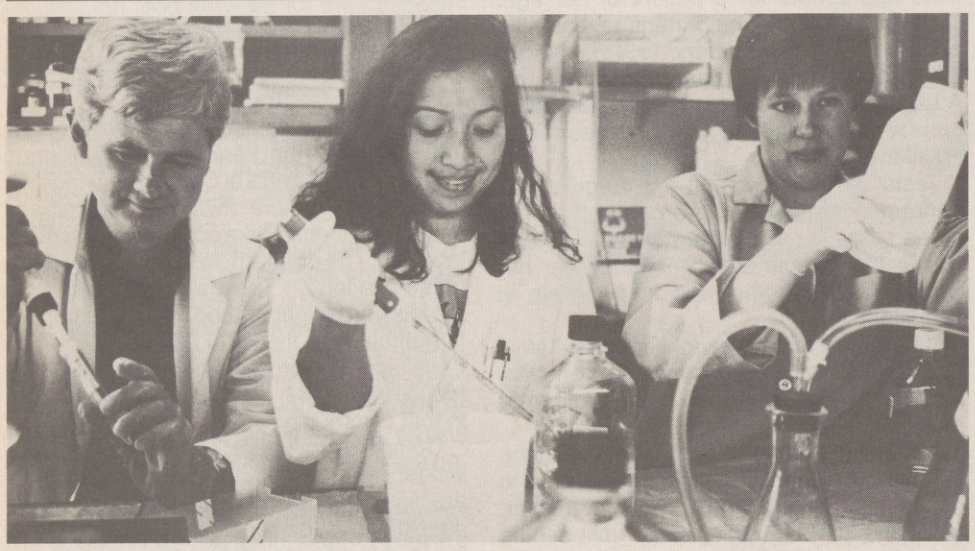
Honors & Awards



Helen B. Ripple: Received the 1993 Nursing Alumni Merit Award from the St. Louis University School of Nursing. Ripple is director, nursing administration; associate director, medical center administration.



Elise Stone: Appointed to the San Francisco Lead Poisoning Prevention Citizens Advisory Committee. Stone is health education coordinator, Poison Control Center, SFGH.



(Left to right) Kevin Shannon and staff research associate Dorothy Paderanga measure DNA samples in pipettes, while staff research associate Kristin Olson cleans the cuvettes after reading the DNA concentrations.

Top award to Shannon for helping to unravel mystery of childhood leukemia

Childhood leukemia researcher Kevin Shannon has won a top research award at the recent meeting of the International Society of Pediatric Oncology.

He received the Nycomed Research Award for a new study that for the first time identified alterations in the NF-1 gene in leukemia. The research provides new insight into how the gene plays a role in the complex development of this cancer in children. Shannon headed the UCSF research team.

"The findings are significant because it means we are getting a molecular handle on why leukemia develops, and we hope to use this knowledge to design better drugs to fight the cancer," he says.

The award cited Shannon for presentation of the best research abstract at the meeting, which was held in San Francisco. The award sponsor, Nycomed, is a European pharmaceutical company.

Mutations of the NF-1 gene cause the inherited disorder neurofibromatosis, also known as von Recklinghausen's Disease or Elephant man disease, which is characterized by the growth of benign and malignant tumors throughout the body.

Children with neurofibromatosis are at increased risk of developing a rare and usually fatal type of leukemia, so it was logical to try to analyze the NF-1 gene in this patient group to try to learn more about childhood leukemia, Shannon explains.

The research study was supported by a grant from the National Neurofibromatosis Foundation and the Children's Cancer Research Fund of Los Angeles.



New director for the Center on Deafness

Nancy Moser (left) has taken over as clinical director of the UC Center on Deafness (UCCD) from Florrie Burke, who is retiring after nearly 30 years of work in the field of deafness. Moser, who is hearing-impaired, has been a therapist at UCCD since 1988. Her clinical focus is on working with children and adults, particularly in the areas of child abuse and adult recovery from alcohol and drug addictions. She serves on the California Department of Alcohol & Drug Program's Disability Constituency Committee and is chair of the Bay Area's Deaf Services Network Alcohol & Drug Committee. In addition, she is project coordinator of the San Mateo County Alcohol & Drug Project for Deaf and Hard-of-Hearing which currently is working with children in the classroom to further develop prevention efforts.



Well worth toasting: (Left to right) Charles Craik, Ann Eakin and James McKerrow celebrate Eakin's success.

Eakin *(from page 1)*

has sent her dissertation, entitled "The structure-based design of antiparasitic drugs — molecular and biochemical analysis of cysteine protease from *Trypanosoma cruzi*," to the Council of Graduate Schools and University Microfilms International for their joint national competition to be held in Washington, DC in December.

Latino cancer program *(from page 1)*

cent of cervical cancers and 35 percent of prostate cancers in Latinos are diagnosed late, compared to 8 percent and 30 percent, respectively, in whites, according to data compiled by the California Tumor Registry.

A 1988-1990 study by the California Department of Health Services found that only 55 percent of Latinas over age 40 had mammograms during those years, compared to 70 percent of white women.

The new UCSF En Accion program will promote among the Latino community: screening for breast, cervical, colorectal and prostate cancers; and reduction of cancer risk behaviors, such as smoking, excessive alcohol intake, dietary fat intake, unsafe sexual practices, and sun and environmental exposure.

The program's outreach efforts will include: offering culturally appropriate Spanish-language educational materials — "Women and Cancer" and "In Action Against Cancer" — to members of the public and community health centers; referring people to low-cost cancer screening programs, such as mammography and pap tests; presenting community lectures on prevention (nutrition and smoking cessation, for example) and how to recognize the warning signs of cancer; training people in the community to teach others about cancer prevention and detection; and counseling individuals who have fears associated with cancer detection.

The UCSF En Accion program is part of the five-year National Hispanic Leadership Initiative to study and develop better ways to deliver cancer awareness messages to Latinos. UCSF researchers and health care workers will team with community health leaders to form a cancer prevention network in San Francisco.

Similar efforts are under way in San Antonio, San Diego, New York and Miami. Locally, the UCSF project is conducted in collaboration with the Northern California Cancer Center and funded by the National Cancer Institute.

En Accion will enlist patient role models, such as Lopez, who can personalize the subject of cancer, and train health care workers how to broach the sensitive subject to their clients.

Of particular interest are Latinas, who suffer a higher rate of cervical cancer than any other ethnic group, but who shun Pap smears and routine gynecological exams more than other women.

Other co-researchers for En Accion are Fabio Sabogal and Anna Napoles-Springer of the UCSF Prevention Sciences Group.

For more information on the En Accion project call 476-6941 or 597-9391.

UCSF *Newsbreak*

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Martin endorses closer ties to biotech

Declaring that UCSF is a "big tent, which can accommodate a broad range of activity and opportunity," Chancellor Martin invited biotechnology company representatives at the recent International Biotechnology Expo & Conference to join with UCSF to find cures for diseases that now afflict millions.

Such collaborative ventures "will have the potential to improve the health and well-being of the American public, and we should encourage, not stifle, the seeking of partners to translate these discoveries into products and services," said Martin in the keynote address. Martin used two developments — the structure-based drug design techniques developed by pharmaceutical chemist Irwin "Tack" Kuntz, Jr. and the serendipitous discovery that fetuses operated on in utero do not scar — as examples of research that need commercial partners to advance.

Martin was careful to outline the conflict-of-interest questions that might arise in such close relationships, but stressed that the ethical imperatives of science and the risks of being exposed as violators of the public trust were powerful incentives to remain scrupulously honest. Moreover, he explained, the University is just as obligated to transfer its technologies to public use as it is to discover those technologies in the first place.

Stressing that UCSF was justified in feeling a certain parental pride in the biotechnology industry it spawned, Martin also pledged that UCSF's reputation for being a sometimes difficult commercial partner will change — a task which he argued would be much easier if both academic and business cultures dispensed with their prejudices about the relative worth of the other.

Violence in the workplace ... Why is it so prevalent? What can we do about it?

An astonishing and sad fact — 1,400 people were murdered at work last year, according to the Federal Bureau of Labor Statistics. While some of these workers were murdered by robbers or estranged spouses, the majority were killed by co-workers.

The recent 101 California Street tragedy brought workplace violence right into our backyards. Employers and employees, including those at UCSF, have become frightened and confused about how to protect themselves.

Are there warning signs of violent people? Who can you turn to if you are threatened? Are there resources on campus to help?

These were the kinds of questions answered during a recent campus-wide forum on October 28 on workplace violence. It featured Langley Porter clinical nurse specialist Sue Ormiston, an expert in the management of assaultive behavior; and psychologist Chris Hatcher, a violent behavior specialist who has served as a psychologist to the SF Police Department and the FBI for more than 14 years.

"Workplace violence episodes have similar patterns dating as far back as 1911," said Hatcher.

However, there is more workplace violence now than ever before because there are more contributing factors. According to labor statistics, as of last year, 60 percent of the businesses in this country have been downsized. Between 1980 and 1988, there has been a 175 percent rise in temporary workers and a 21 percent rise in part-time work. In the last five years 10 million people in the US have lost their jobs, and more than 30 percent of our population is without health insurance.

Is the sanctity and sanity of the work environment breaking down?

Myth: Violent employees just snap.
Fact: Violent employees provide clues to violence.
Fact: Violent employees provide multiple clues.
Fact: And they provide multiple clues to multiple people.

"You can predict when workplace homicides have a high degree of predictability," said Hatcher, "because killers give clues. It could be a direct verbal threat to an employer, or telling another employee his or her intent, by saying something like, 'If I get canned, I'm coming back and she will get her due.'" It is important to note that very few people who become violent in the workplace have previous psychological diagnoses or mental health treatments.

Violent people also have bizarre thoughts. For example the person may very well feel there is a moral righteousness to the killing. The would-be killer might say, "You can push people just so far, then they are just asking for it, and they deserve to get it." The person may become obsessed. "And obsessions do not usually go away," says Hatcher. "They can last for years and years."

What makes the matter worse is the pervasive glamorization of violence by mass media and the universal availability of relatively inexpensive weapons.

The victims of workplace obsession
38% — ordinary citizens
32% — lesser-known celebrities
17% — recognized stars
In addition, out of the total number of victims, 47% had violence perpetrated against them brought on by a very small intimate act, such as washing someone's coffee cup.

But, if there are clues that a person may become violent, why isn't something done about it?

"Most people do not want to get involved. They usually just can't believe what they've just heard and they tend to ignore it," says Hatcher. Most of the threats are directed toward front-line supervisors, and many of them won't go to their managers because there is no policy in many work environments to handle such a situation," says Hatcher.

Myth: Those that are violent usually have no major job and a great deal of personal losses.
Fact: Those that commit violence have a degree of life success.
Fact: They have a missing component in their lives.
Fact: They feel morally entitled to have that one missing item — nothing else matters.

Myth: If you are exposed to a violent employee or patient there is nothing you can do about it.

You can help prevent a potentially violent situation from escalating, said Sue Ormiston.

She explained a recent situation in one of our dental clinics where a patient demanded to see the doctor two hours before her scheduled appointment. The women continued to demand to see the doctor, then the supervisor. She began yelling and screaming, clenching her fists and slamming them repeatedly on the desk. "This progression of behaviors is an escalated phase that may or may not lead to this woman assaulting someone," said Ormiston. She explained how there are strategies to help de-escalate such behaviors, for example taking the person aside, listening and trying to help solve the problem.

"It's important to notice what your own personal feelings and reactions are when you're confronted with difficult behaviors," said Ormiston. You also should start to try to mobilize your co-workers around you, just in case you need to call your supervisor or the police. Your co-workers should not surround the person, but instead make a more comfortable triangle around him or her to help diffuse the aggression.

What the campus is doing
The campus will continue to have presentations on workplace violence, both for staff employees and for managers and supervisors. They are co-sponsored by the Faculty Staff & Student Assistance Program (FSSAP) and the UCSF Police Department. The presentations geared to managers and supervisors have been, and will continue to be, simulcast to Mount Zion and SFGH. According to Joe Mattox, FSSAP director, the next management briefing will be held sometime in January. However, before that time, upon request FSSAP will offer individual presentations to departments.

FSSAP at 476-8279 will handle the crisis calls, and will be able to set up immediate consultation appointments. You also may call Labor & Employee Relations at 476-3905 for consultations relating to threatening situations. Any calls about immediate danger should be directed to the Police Department at 476-6911.

UCSF also has a Threat Management Team, which will provide consultation where there may be a potential or real threat. The team includes representatives from FSSAP, Legal Services, Affirmative Action/Equal Opportunity, the Police Department, Academic Affairs, Student Relations, and if appropriate Chris Hatcher. "The Team will deal fairly with all employees, faculty and students while protecting the safety of the workforce at UCSF," says Mattox.



The eyes have it

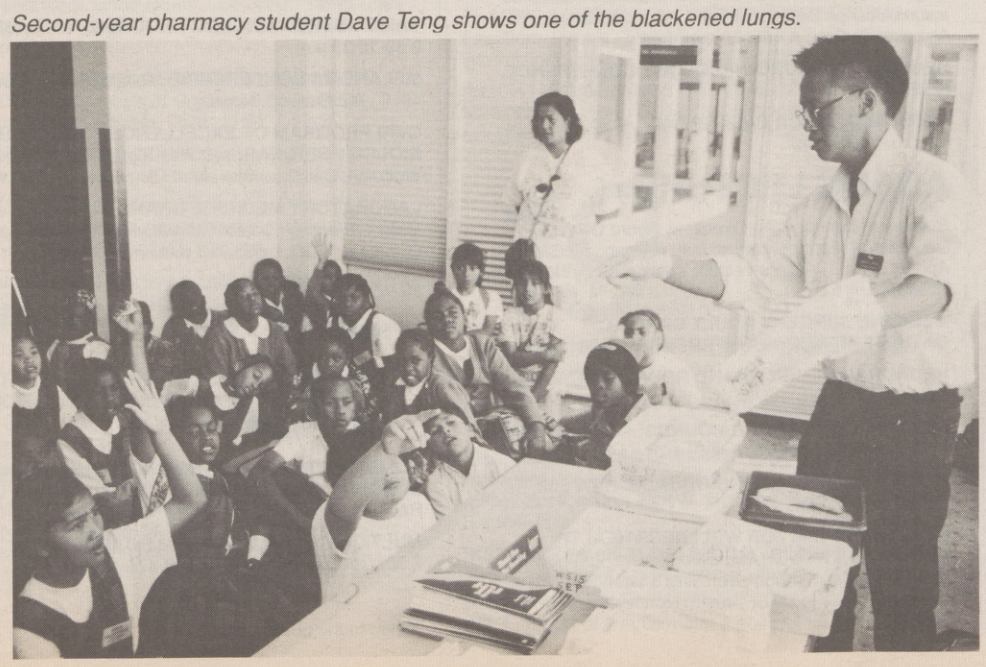
Carl Kupfer, director of the National Eye Institute, was on campus for two days last week to tour UCSF's facilities, including the new Beckman Vision Center and several of our eye researchers' labs. While here he met with many residents, faculty and Chancellor Martin, as well as delivering the Transamerica Lecture on "Ophthalmology in the Year 2020." Kupfer ended his Bay Area stay by being part of NEI's 25th anniversary celebration at the Exploratorium. Steven Kramer (left), professor & chair of ophthalmology and director of the Beckman Center, shows Kupfer the "Partners in Eye Research" video, part of UCSF's exhibit at the Exploratorium to honor NEI's anniversary.

"Yuk ... That's gross"

That was one of several comments coming out of the mouths of grammar school students as they saw up-close and personal how smoking ravages the organs of the human body. The evidence: real lungs blackened by smoking. Driving home the point, second-year pharmacy students then compared those diseased lungs to healthy ones. The demonstrations were part of Kids' Day, one of the many events hosted by the School of Pharmacy and the Academy of Students of Pharmacy for two weeks beginning October 18 in celebration of National Pharmacy Week and California Pharmacy Week.

Over 260 students from four different elementary and middle schools showed up for the free demonstrations. Other events during the two weeks included hosted tours and information for students interested in entering pharmacy school, information booths, food and demonstrations of old-time pharmacy techniques.

Second-year pharmacy student Dave Teng shows one of the blackened lungs.





Jeff Mandel holds Wianta's "Meditation," one of the many works on display at Fort Mason.

Balinese art to benefit CAPS visiting scholars

Award-winning Balinese artist Made Wianta has donated a collection of 25 contemporary oil paintings to help raise funds for the Center for AIDS Prevention Studies (CAPS) International Program. The money will be used by Asian alumni of CAPS who are working in Southeast Asia on AIDS prevention research. "It is projected by the World Health Organization and several researchers across the world that by the turn of the century the majority of new HIV infections will be in Asia," says psychologist Jeff Mandel, who co-directs the CAPS International Program.

A reception for the artist will be held on Saturday, November 13, from 5 to 7:30 p.m. in Cowell Theatre Lobby, Fort Mason Center, Bay & Buchanan Streets. Musical entertainment will be provided by Gamelan Sekar Jaya, who also will be giving a performance following the reception.

For further information on the reception or about arranging a private viewing of the paintings (silent auction to be held through December 15), call Mandel at 597-9144.

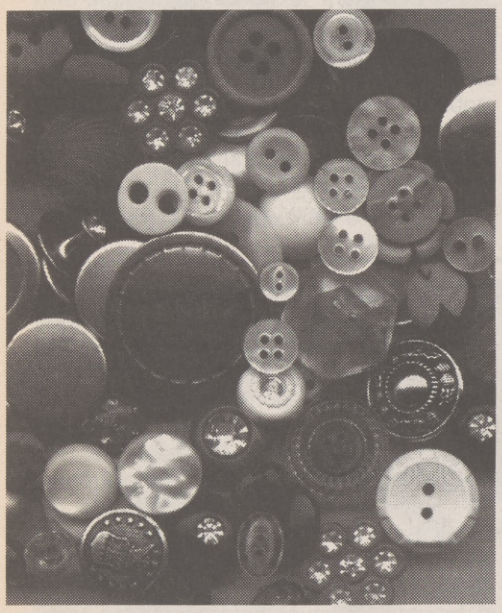
Today/Tomorrow

6 Saturday

WEEKEND OF CARING

Volunteer for a United Way agency this weekend to feed the homeless, paint a shelter or work at the Special Olympics. Call Katherine Riordan at 476-0729 right away to register.

UROLOGY GRAND ROUNDS: *Challenging Cases.* Charles Turzan, Uro. *Changing Concepts of Hypospadias.* Laurence S. Baskin, Uro. HSW 300. 8:30-11 a.m.



BUTTONS & MORE BUTTONS

Buttons! Buttons! Buttons! Learn jewelry designer Fred Bloebaum's secrets for making eye-catching jewelry in this workshop sponsored by Women's Resource Cntr. $30-$35. N 717B. 10 a.m.-2:30 p.m. Call 476-5222 to pre-register.*

GREAT EXPECTATIONS PROGRAMS FOR PARENTS/ HEALTH NET AIM FOR WELLNESS PROGRAM: *Infant Nutrition.* Learn about bottlefeeding, breastfeeding, diet & more. $10 ind./$15 couples. 11 a.m.-12:30 p.m. Call 476-6667 for location & information.*

LOW VISION FORUM: Martin Magid, Library for the Blind & Print Handicapped, demonstrates the newest in cassette and flexible disk players and gives an update on what's available at the library. Forums are held on the first Saturday of each month. Main foyer, ACC. 11 a.m.-1 p.m. Call Frances Neer at 626-5313 for information.*

7 Sunday

WALK FOR THE CURE

Walk in Golden Gate Park, Los Gatos or Walnut Creek to benefit the Juvenile Diabetes Foundation & win a trip for two to Hawaii for a week. Registration 8 a.m. Walk begins 9 a.m. Call Linda Parks at 665-1010 right away to be part of the UCSF team.*

WOMEN'S RESOURCE CENTER WORKSHOP: *Mystery Writing.* Shelly Singer, author, teaches the art, craft & business of mystery writing. $45-$60. C 130. 10 a.m.-5 p.m. Call 476-5222 to pre-register.*

UCSF ORCHESTRA

Fall Concert with Sibelius' Violin Concerto, featuring Zena Schill & Debussy's *La Mer.* Sponsored by Arts & Performances. $4/6/8. Millberry Gym. 4 p.m. Call 476-6761.*

8 Monday

BREAST CANCER SCREENING SCHEDULE

Women can have low-cost mammograms — X-rays to screen for breast cancer — from a mobile van that travels to convenient locations in the Bay Area.

Women need the approval of their physician to have the mammogram, in addition to their doctor's full name, address (including room number & zip) and phone number to assure that results are mailed promptly. The procedure takes approximately 20 minutes and costs $60. To make an appointment call 476-2193 between 9 a.m. & 3 p.m.

Because the service has become so popular and appointments are filled by the time this calendar is published, we list only dates when the van will be at UCSF locations and when appointments are still available:

- Fri., Dec. 3, 1993: UCSF/Parnassus at Medical Center Way.
- Fri., Jan. 7, 1994: UCSF/Parnassus at Medical Center Way.

A mammogram also is available at the Mount Zion radiology department for $60. Call 885-7465.

OTOLARYNGOLOGY GRAND ROUNDS: *Total Nasal Reconstruction: New Frontiers.* Corey Maas, Oto. *Adventures in Molecular Otology: In Search of Genes That Cause Deafness.* Anil Lalwani, Mol. Genet., NIH. S 214. 8-10 a.m.

VAMC NEURORADIOLOGY ROUNDS. Rm. BA36, VAMC. 9:30-10:30 p.m.

MELANOMA CONFERENCE. Melanoma Clin. Conf. Rm., 4th fl., MZ Pavilion. Noon.

LABORATORY MEDICINE GRAND ROUNDS: *Using PCR to Detect Minor Populations of Cells & Viruses.* Michael Busch, Lab. Med. L 535. 4-5 p.m.

URO-ONCOLOGY CONFERENCE: Case Presentations. Peter Carroll, Uro. M 464. 5-6 p.m.

9 Tuesday

PLASTIC SURGERY GRAND ROUNDS: *Facial Paralysis.* Greg Bland, Plast. Surg. Rm. 200 1A-122, VAMC. 7 a.m.

MULTIDISCIPLINARY TUMOR BOARD: M 1296. 7:30 a.m. Call Mary Williams at 476-1421.

ORAL & MAXILLOFACIAL SURGERY GRAND ROUNDS: *Hyperbaric Oxygen: The Effect on Living & Dead Bone.* John Paul Jones, Jr., Diag. Osteonecrosis Cntr. & Res. Fndt., Kelseyville. C 701. 8 a.m.

NEW EMPLOYEE ORIENTATION: S 214. 8:30-10:30 a.m. Call 476-1073 to register.

SFGH PEDIATRIC GRAND ROUNDS. Carr Aud., SFGH. 8:30-9:30 a.m.

MOUNT ZION VOLUNTEER ORIENTATION: Program to acquaint prospective volunteers with opportunities available in the UCSF/Mount Zion Medical Cntr. Herbst Hall, MZ. 9-11:30 a.m. Call 885-7353.*

OB/GYN GRAND ROUNDS: *Managing Managed Care: How to Survive the Future.* Lew Irvin, San Demas Med. Group, Bakersfield; Tracy A. Flanagan, Ob/Gyn & Repro. Sci. S 1364. 9-10 a.m.

PEDIATRIC NEURORADIOLOGY CONFERENCE. N 721. 9 a.m.

MEDICAL CENTER VOLUNTEER ORIENTATION: To acquaint new & potential volunteers with opportunities available in the Medical Center at UCSF. LPPI Aud. 9-11 a.m. Call 476-1196.*

SFGH MEDICINE GRAND ROUNDS. Carr Aud., SFGH. 11:30 a.m.

LIFE SPAN & AGING ISSUES IN CLINICAL PRACTICE SERIES: *Illness Management in Daily Life.* Panel discussion. S 664. 12:10-1 p.m.

BIOCHEMISTRY & BIOPHYSICS GRAND ROUNDS: *Protein Trans-Location Across the ER Membrane: A Fluorescent Light at the End of the Tunnel.* Arthur E. Johnson, Chem. & Biochem., U Oklahoma. HSW 301. 4 p.m. Student lunch with speaker at noon in S 980. Sign up in S 962.

EPIDEMIOLOGY & BIOSTATISTICS SEMINAR: *Performance of Screening Mammography.* Karla Kerlikowske, Med. & Epid. MU 427W. 4-5 p.m.

SFGH GI MEDICINE/SURGERY/RADIOLOGY IMAGING CONFERENCE. Rm. 1X58, SFGH. 4-5 p.m.

NEUROLOGY GRAND ROUNDS: *Mechanisms of Neuronal Brain Damage in Alcoholism.* Robert Messing, Neuro. & Gallo Cntr. S 664. 5-6 p.m.

CRI/HEMATOLOGY-ONCOLOGY FELLOWS DIDACTIC COURSE. M 1296. 6-7 p.m.

10 Wednesday

SPINE CONFERENCE ROUNDS: C 417. 7-8:30 a.m.

SURGERY GRAND ROUNDS. *Ultrasound & the Trauma Surgeon.* M. Margaret Knudson, Surg. Toland Hall. 7-8 a.m.

SFGH ORTHOPAEDIC SURGERY STAFF CONFERENCE. Rm. 5K8, SFGH. 7:30-9 a.m.

HEMATOLOGY CLINICAL CONFERENCE. M 1296. 7:30-8:30 a.m.

DERMATOLOGY STAFF CONFERENCE: *How Important are Oral Lesions in HIV Infections?* John Greenspan, Path. & Stom. HSW 301. 8-9 a.m.

GASTROENTEROLOGY SEMINAR SERIES: *How to Give a Talk.* Scott L. Friedman, Med, GI & Liver Cntr. S 214. 8-9 a.m.

GRAND ROUNDS IN MEDICAL EDUCATION: *Clinical Education at UCSF: The Tunnel at the End of the Light.* Donald Ganem, Microbio./Imm. & Med. N 517. 8 a.m.

RENAL GRAND ROUNDS. L 1361. 8-9 a.m.

ABOG WORKSHOP: *An Expanded Understanding of Empowerment.* Jeremy Warren, change management expert, offers practical ways to get more done with less. Sponsored by Academic Business Officer's Group. $65/75. Laurel Heights Conf. Cntr. 8:30 a.m.-5 p.m. Call Robert Tanner at 476-2496.

ENDOCRINE GRAND ROUNDS: *Emerging Importance of IGF in Medicine.* Martin Spencer, Med., CPMC. LPPI Aud. 8:30 a.m.

GASTROENTEROLOGY GRAND ROUNDS. S 214. 9-10 a.m.

ATTENTION! *NEWSBREAK* DEADLINE CHANGE

The issue and deadline dates for the next *Newsbreak* have been changed. **Friday, November 12, 1993,** is the deadline for items to be listed in the next calendar, which covers **Nov. 27-Dec. 17, 1993** (three weeks, rather than four as previously published). Complete information must be received in our office in writing by 11 a.m. on that Friday. Mail your copy to Michele Firpo at Box 0462, call 476-3257, send a fax to 476-3541, or bring it to Suite 103, UCSF/Laurel Heights, 3333 California St.

OPEN ENROLLMENT MEETINGS

Find out how the major changes in health plans will affect you & learn how to prepare for those changes at the remaining informational meetings presented by the Benefits Office. Call 476-1843. (See story on page 6 for list of meetings.)

BROWN BAG LECTURE SERIES: *Your Two-Year-Old: Terrible or Terrific?* Katherine Fraser, Psychr., explains how to cope with your child's physical & psychological developments. Sponsored by Campus Tours/Speakers Bureau. HSW 300. Noon. Call 476-4394.*

DEFLATING HARASSMENT

Creating & Promoting an Environment Free of Sexual Harassment. Trisha Brinkman, sexual harassment expert, explains what you can do to informally and formally resolve harassment situations. Sponsored by Women's Resource Cntr. & Off. Sexual Harassment Prev. & Resolution. Toland Hall. Call 476-5222. (See story on page 1.)*

- Wed., Nov. 10: Noon-1:30 p.m. or 3:30-5 p.m.
- Tues., Nov. 16: Noon-1:30 p.m. or 3:30-5 p.m.

DERMATOPHARMACY/DERMATOTOXICOLOGY SEMINAR: Review of Gordon Conference *"Permeability."* Richard Guy, Pharm. U 70. 1-2 p.m.

PSYCHIATRY GRAND ROUNDS: *Forensic Aspects of Psychopharmacologic Treatment.* Victor Reus, Psychr. LPPI Aud. 1-2 p.m.

HEAD & NECK TUMOR CONFERENCE. Melanoma Clin. Conf. Rm., 4th fl., MZ Pavilion. 1:30 p.m.

TRANSFUSION MEDICINE RESEARCH FORUM: *Investigation of Graft vs. Host Disease in Japan.* Kenji Tadokoro, Res. & Drug Info. Dept., Japanese Red Cross Central Blood Cntr., Tokyo. L 535. 3-4 p.m.

ONCOLOGY CLINICAL CONFERENCE. M 1296. 4 p.m.

TRANSFUSION MEDICINE CORE CURRICULUM LECTURE: *Platelet Alloimmunization.* Andrew Leavitt, Lab. Med. & Blood Bank, MZ. L 535. 4-5 p.m.

CHILD NEUROLOGY CONFERENCE. M 666. 4:30 p.m.

PATHOLOGY GRAND ROUNDS: *Ocular Pathology II.* Edward Howes, Path. & Oph. HSW 508. 5-6:30 p.m.

UROLOGIC PHYSIOPATHOLOGY CONFERENCE. M 464. 5-6 p.m.

BATTERED WOMEN WHO KILL IN SELF-DEFENSE

Women Who Kill Their Batterers In Self-Defense. Harriette Davis, a battered woman who was sent to jail for killing her common-law husband after being beaten off and on for four hours, talks about her experiences. Minouche Kandel, Support Network for Battered Women, discusses the legal aspects of battering issues. Sponsored by Rape Prev. Educ. Prog. Toland Hall. 6:30-8 p.m. Call 476-5223.*

11 Thursday

ORTHOPAEDIC SURGERY STAFF CONFERENCE. HSW 303. 7-8 a.m.

MEDICINE GRAND ROUNDS: *Cholera.* Joanne N. Engel, Med. & Inf. Dis. Toland Hall. 8-9 a.m.

SFGH NEUROLOGY/NEUROSURGERY CONFERENCE. Rm. 4H2, SFGH. 8-9 a.m.

PEDIATRICS GRAND ROUNDS: *Urine-Based Screening Strategies for* C. trachomatis *Among Sexually Active Adolescent Males.* Mary-Ann Schafer, Ped. & Adol. Med. S 664. 8-9 a.m.

NUCLEAR MEDICINE GRAND ROUNDS: *Effects of Immune Suppressive Agents on Renal Function: Different Methods of True GFR Measurement.* Stephen L. Tomlanovich, Med. LPPI Aud. 8:30 a.m.

OPHTHALMOLOGY GRAND ROUNDS: *The Pathogenesis of Glaucomatous Damage.* Josef Flammer, Oph., U Basel, Switzerland. Preceded by case presentations: *Pediatrics.* S 214. 8:30-10 a.m.

SFGH TRAUMA CENTER CONFERENCE. Rm. 4H2, SFGH. 9-10 a.m.

FAMILY & COMMUNITY MEDICINE PRIMARY CARE LECTURE SERIES: *Practicing Preventive Medicine.* Stephen McPhee, Med. *Medi-Cal/Medicare Insurance Issues.* Joseph Barbaccia, FCM, Memory Clin. & Alzheimer's Cntr. A 455. 10 a.m.-noon.

NEUROLOGY/NEURORADIOLOGY CONFERENCE. N 729. 10-11 a.m.

PEDIATRIC TUMOR CONFERENCE. L 34. 11 a.m.-12:15 p.m.

ADAMS LECTURE

Surgery of Epilepsy: An Overview. Andre Olivier, Neurosurg., Montreal Neuro. Inst. & Hosp., McGill U. Ninth Annual John E. Adams Lecture sponsored by Neurosurg. HSW 303. 4-5 p.m.

MEDICINE/SURGERY ADULT CARDIAC CATHETERIZATION CONFERENCE. L 1361. 4-6 p.m.

NEURORADIOLOGY GRAND ROUNDS. HSW 303. 4 p.m.

PRIMARY CARE GRAND ROUNDS: *Colorectal Cancer.* Alan Venook, Hem/Onc. A 455. 4:30 p.m.

NEUROSURGERY GRAND ROUNDS. HSW 302. 5-6:30 p.m.

HEALTH NET AIM FOR WELLNESS/HEALTH PROMOTION PROGRAM: *Back Care.* Learn how to prevent injuries through stretching & strengthening exercises. Free to UCSF Health Net members. 6-7:30 p.m. Call 476-1115 for location & information & to register.*

HARASSMENT AT SCHOOL

When Teasing Goes Over the Line: Children & Sexual Harassment at School. Louise Brawdy &Linda Purrington, Parents for Title IX, explain how sexual harassment devastates self-esteem and learning. Sponsored by Women's Resource Cntr. Toland Hall. 7-9 p.m. Call 476-5222.*

12 Friday

ORTHOPAEDIC PEDIATRIC CONFERENCE. U 471. 7-8 a.m.

CRI HEMATOLOGY/ONCOLOGY JOURNAL CLUB. M 1296. 7:30-8:45 a.m.

MOUNT ZION MEDICINE GRAND ROUNDS. Herbst Hall, MZ. 8:30-9:30 a.m.

PHARMACEUTICAL CHEMISTRY 221 SEMINAR. S 1364. 11 a.m.

INSTITUTE OF HEALING ARTS & SCIENCES LECTURE: *Body Focused Psychotherapy: Freeing the Body Energetic.* Brian Brieling explains how past traumas are stored in the body and can be healed through the subtle energy system. N 721. Noon-1 p.m. Call 584-4416.*

SFGH PROGRAM IN CELLULAR & MOLECULAR MEDICINE SEMINAR: *A Novel Immunophilin in the Nucleus of* S. cerevisiae. Jeremy Thorner, Microbio., UCB. Rm. 3208, 2nd fl., Bldg. 30, SFGH. Noon.

POETRY ON PARNASSUS

Friday afternoon poetry readings featuring campus & guest poets. Toland Hall. 4 p.m.

NIGHT OF HOPE

Enjoy an open bar, buffet dinner and dance to help raise funds for the Road to Recovery Program, which provides support groups & activities for children with cancer and their families. $55 in advance, $60 at door. Green Rm., Veteran's Bldg. Organized by UCSF nurses. 8 p.m.-1 a.m. Call 775-3865 for tickets & more information.*

13 Saturday

WOMEN'S RESOURCE CENTER WORKSHOP: *Under the Hood . . . Again: A Car Care & Safety Workshop for Women.* Mary Rice, car care expert, teaches how to check oil, how to use a jumper cable, how to check automatic transmission fluid & much more. $20. Ellis Brooks Chevrolet-Nissan-Geo, 1395 Van Ness Ave. 9 a.m.-1:30 p.m. Call 476-5222 to pre-register.*

SUPPORT AIDS RESEARCH IN SOUTHEAST ASIA

The International Program of the Center for AIDS Prevention Studies acknowledges the gift of 25 oil paintings by Balinese artist Made Wianta with a reception for the artist. Cowell Theatre lobby, Fort Mason. 5-8 p.m. Silent auction through Wed., Dec. 15. Call Jeff Mandel at 596-9144 for more information. (See story on page 3.)*

14 Sunday

FREE MILLBERRY CLASS: *Capoeria.* Dance movements accompanied by live drums. Millberry Fitness Desk. Noon-1:30 p.m. Call 476-1115.*

15 Monday

OTOLARYNGOLOGY GRAND ROUNDS: *Pharmacological Management of Pain.* Peter Koo, Pharmacol. *Evaluation of Patients with Pulsatile Tinnitus.* Jennifer Bock, Oto. S 214. 8-10 a.m.

VAMC NEURORADIOLOGY ROUNDS. Rm. BA36, VAMC. 9:30-10:30 p.m.

MELANOMA CONFERENCE. Melanoma Clin. Conf. Rm., 4th fl., MZ Pavilion. Noon.

CVRI PROGRAM OF EXCELLENCE IN MOLECULAR BIOLOGY SEMINAR: *p21 Ras Signalling Complexes.* Alan Wolfman, Cell Bio., Cleveland Clin. Fndt. S 1364. 4-5 p.m.

LABORATORY MEDICINE GRAND ROUNDS: *Legal Issues Affecting Clinical Laboratories.* Kathleen Sazama, Clin. Lab., UCD. L 535. 4-5 p.m.

16 Tuesday

COMBINED PLASTIC SURGERY/ORTHOPAEDIC HAND SURGERY GRAND ROUNDS: *Congenital/Hand.* Usha Rajagopal, Plast. Surg. Toland Hall. 7 a.m.

MULTIDISCIPLINARY TUMOR BOARD: M 1296. 7:30 a.m. Call Mary Williams at 476-1421.

*Open to the public.

November 6-26, 1993

ORAL & MAXILLOFACIAL SURGERY CONFERENCE: *Disorders of Movement with Specific Reference to Orofacial Movement Disorders &the Role of Botulinum Toxin in Their Management.* Michael J. Aminoff, Neuro. & Clin. Neurophys. C 701. 8 a.m.

OB/GYN GRAND ROUNDS: *Insulin Resistance in Polycystic Ovarian Syndrome.* Eli Adashi, Ob/Gyn & Physio., U Maryland. S 1364. 9-10 a.m.

PEDIATRIC NEURORADIOLOGY CONFERENCE. N 721. 9 a.m.

AGGELER LECTURER

Stuart H. Orkin, Med., Harvard & HHMI & Hem/Onc., Children's Hosp., Boston, is the 24th Annual Paul M. Aggeler Lecturer. Sponsored by Ped. & Med.

- Tues., Nov. 16: *From Thalassemia to Red Cell Development.* Carr Aud., SFGH. 11:30 a.m.-12:30 p.m.
- Thurs., Nov. 18: *Chronic Granulomatous Disease: Impact of Molecular Genetics on Pathogenesis & Treatment.* HSW 300. 8-9 a.m.

LIFE SPAN & AGING ISSUES IN CLINICAL PRACTICE SERIES: *Multidisciplinary Teams.* Panel discussion. S 664. 12:10-1 p.m.

BIOCHEMISTRY & BIOPHYSICS GRAND ROUNDS: *Transcriptional Control in Yeast: The SNF1 Kinase & Repression.* Marion Carlson, Gen. & Dev. Microbio., Columbia. HSW 301. 4 p.m. Student lunch with speaker at noon in S 980. Sign up in S 962.

SFGH GI MEDICINE/SURGERY/RADIOLOGY IMAGING CONFERENCE. Rm. 1X58, SFGH. 4-5 p.m.

AIRD LECTURE

Guy M. McKhann, Neuro. & Zanvyl Krieger Mind/Brain Inst., Johns Hopkins, is the 21st Robert B. Aird Visiting Professor of Neurology.

- Tues., Nov. 16: Aird Lecture: *Changing Concepts of the Guillain-Barre Syndrome: The Association of Campylobacter Jejuni.* HSW 302. 5 p.m.
- Wed., Nov. 17: Child Neurology Conference: *The Neurobiology of Language.* S 664. 4:30 p.m.

  SF Neuro. Society Lecture: *Neurological Outcomes Following Coronary Bypass Surgery.* Starting Line Rm., St. Francis Yacht Club. 8 p.m.

TOXIC SUBSTANCES SEMINAR SERIES: *Chemically Induced Asthma.* Dean Sheppard, Med. & Lung Bio. Cntr. 22 Warren Hall, UCB. 5-7 p.m.

CRI/HEMATOLOGY-ONCOLOGY FELLOWS DIDACTIC COURSE. M 1296. 6-7 p.m.

17 Wednesday

SPINE CONFERENCE ROUNDS. HSW 302. 7-8:30 a.m.

SURGERY GRAND ROUNDS: *Thyroid Growth Factors, Signal Transduction Pathways & Oncogenes.* Quan-Yang Duh, Surg. Toland Hall. 7-8 p.m.

SFGH ORTHOPAEDIC SURGERY STAFF CONFERENCE. Rm. 5K8, SFGH. 7:30-9 a.m.

HEMATOLOGY CLINICAL CONFERENCE. M 1296. 7:30-8:30 a.m.

DERMATOLOGY STAFF CONFERENCE: *Cutaneous Manifestations of Internal Malignancy.* Bruch Thiers, Derm., U South Carolina. HSW 301. 8-9 a.m.

GASTROENTEROLOGY SEMINAR SERIES: *Do Autoimmune Liver Diseases Recur After Hepatic Transplantation?* Kenneth Christian Brixko, GI. S 214. 8-9 a.m.

RENAL GRAND ROUNDS. L 1361. 8-9 a.m.

ENDOCRINE GRAND ROUNDS: *Present & Future Perspectives on the Treatment & Prevention of Atherosclerosis.* Antonio M. Gotto, Med., Baylor Coll. Med. LPPI Aud. 8:30 a.m.

GASTROENTEROLOGY GRAND ROUNDS: *Evaluation of Ano-Rectal Disease.* Mark Welton, Surg. S 214. 9-10 a.m.

BROWN BAG LECTURE SERIES: *Computer-Assisted Drug Design.* Peter A. Kollman, Pharm. Chem. Sponsored by Campus Tours/Speakers Bureau. HSW 300. Noon. Call 476-4394.*

OCCUPATIONAL & ENVIRONMENTAL HEALTH GRAND ROUNDS: *Respiratory Health Effects of Acid Vapor: The Richmond Sulfuric Acid Spill.* John Balmes, Med. & Occ. & Env. Health, SFGH. Conf. Rm. 3, Alta Bates Med. Cntr. Noon-1 p.m.

OCCUPATIONAL & ENVIRONMENTAL HEALTH GRAND ROUNDS: *Case Management Issues in Cumulative Trauma Disorders.* Linda Morse, Occ. Med., Santa Clara Valley Med. Cntr. 2nd fl., Cafe Conf. Rm., SCVMC. Noon-1 p.m.

DERMATOPHARMACY/DERMATOTOXICOLOGY SEMINAR: *Pathogenesis of Organized Granuloma Formation.* William Epstein, Derm. U 70. 1-2 p.m.

PSYCHIATRY GRAND ROUNDS: *The Psychiatrist's Dilemma with Memories of Early Trauma: To Believe or Not to Believe?* Lenore C. Terr, Psychr. LPPI Aud. 1-2 p.m.

HEAD & NECK TUMOR CONFERENCE. Melanoma Clin. Conf. Rm., 4th fl., MZ Pavilion. 1:30 p.m.

PROGRAM IN CONSCIOUS & UNCONSCIOUS MENTAL PROCESSES CLINICAL RESEARCH SEMINAR: *Contradictory Relationship Schemas in Grief.* Nigel Field, Psychr. LPPI Aud. 2-3 p.m.

DEPARTMENT OF NURSING CULTURAL DIVERSITY ENHANCEMENT COMMITTEE MEETING: Open to all Medical Center & campus members. M 169. 3 p.m. Call Diane Ayers at 476-5621.

ONCOLOGY CLINICAL CONFERENCE. M 1296. 4 p.m.

SEMINARS IN BIOLOGY: *Cdc42: The Possible Involvement of this Rho-like GTPase & Its Regulators in Cell Growth & Division.* Richard Cerione, Pharmacol., Cornell. HSW 300. 4 p.m.

CHANCELLOR MARTIN'S INAUGURATION

Join faculty, alumni, staff, UC and UCSF officers and other dignitaries as they celebrate the inauguration of UCSF's new chancellor, Joseph B. Martin. The ceremony and celebration include a procession, greetings for the new chancellor, music, the inaugural address, entitled "Academic Excellence in a Shrinking Economy," a reception for the campus and much more. Millberry Gym & Conf. Cntr. 2 p.m. Call 502-TKTS (8587) for tickets.

TRANSFUSION MEDICINE CORE CURRICULUM LECTURE: *Blood Component Therapy.* Pearl Toy, Lab. Med. & Blood Bank, MZ. L 535. 4-5 p.m.

CHILD NEUROLOGY CONFERENCE. M 666. 4:30 p.m.

PATHOLOGY GRAND ROUNDS: Resident Presentations. HSW 508. 5-6:30 p.m.

MEDICAL CENTER VOLUNTEER ORIENTATION: To acquaint new & potential volunteers with opportunities available in the Medical Center at UCSF. LPPI Aud. 5:30-8:30 p.m. Call 476-1196 for information.*

LIVING WITH HIV PUBLIC FORUM: *Youth & HIV.* Sponsored by UCSF AIDS Hlth. Proj. 7-9 p.m. Call 476-6430 for location & more information.*

18 Thursday

ORTHOPAEDIC SURGERY STAFF CONFERENCE. HSW 303. 7-8 a.m.

SFGH NEUROLOGY/NEUROSURGERY CONFERENCE. Rm. 4H2, SFGH. 8-9 a.m.

NUCLEAR MEDICINE GRAND ROUNDS: *Use of Mycardial Imaging with Acute Ischemic Syndromes.* Christopher L. Wolfe, Med. & Coronary Care Unit. LPPI Aud. 8:30 a.m.

OCCUPATIONAL & ENVIRONMENTAL MEDICINE GRAND ROUNDS: *The Changing Picture of Carpal Tunnel Syndrome.* Michael Fischman, Fischman Occ/Env. Med. Group. M 989. 9-10 a.m.

SFGH TRAUMA CENTER CONFERENCE. Rm. 4H2, SFGH. 9-10 a.m.

CLINICAL PATHOLOGY CONFERENCE. S 1364. 10-11 a.m.

FAMILY & COMMUNITY MEDICINE PRIMARY CARE LECTURE SERIES: *Ambulatory Assessment & Management of Hyperlipidemia.* Robert Baron, Med., Prim. Care Intern. Med. Residency & Cont. Med. Educ. A 455. 10 a.m.-noon.

GREAT AMERICAN SMOKEOUT

UCSF students join the American Cancer Society in an effort to get smokers to give up cigarettes for 24 hours. Visit tables in Med. Sci., ACC, Millberry Union & Dentistry Building lobbies for more information. 11 a.m.-1:30 p.m.

PEDIATRIC TUMOR CONFERENCE. L 34. 11 a.m.-12:15 p.m.

GERIATRIC GRAND ROUNDS: *Memory Changes in Healthy Aging.* Jay Luxenberg, Ger. Med. Fellowship Prog. Herbst Hall, MZ. Noon-1 p.m.

MISSION CENTER BROWN BAG SERIES: *Making That House Your Home.* Leona Lau, Financial Planning & Benefits, explains how to take advantage of today's low interest rates to buy a home or refinance. Rm. 125, MCB. Sponsored by Campus Tours/Speakers Bureau. Noon-1 p.m. Call 476-4394.*

MEDICINE/SURGERY ADULT CARDIAC CATHETERIZATION CONFERENCE. L 1361. 4-6 p.m.

NEURORADIOLOGY GRAND ROUNDS. HSW 303. 4 p.m.

NEUROSCIENCE SEMINAR: *Nerve-Muscle Synapse Formation: A New Receptor Tyrosine Kinase Ligand.* Gerald Fischbach, Neurobio., Harvard. HSW 300. 4 p.m.

PRIMARY CARE GRAND ROUNDS. A 455. 4:30 p.m.

NEUROSURGERY GRAND ROUNDS. HSW 302. 5-6:30 p.m.

RADIOLOGY GRAND ROUNDS: *New Horizons in Neurointerventional Radiology: Rewards & Responsibilities.* Grant Hieshima, Rad., Neurosurg., & Neurointerventional Rad. HSW 301. 5:15-6:15 p.m.

PLASTIC SURGERY LECTURE/DINNER MEETING. Fac/Alum. House. Dinner 6 p.m. Lecture 7 p.m. For information & reservations call 476-3601.*

WEIGHT MANAGEMENT PROGRAMS INFORMATIONAL MEETING: Review of weight management program options available at UCSF. A 413. 7-7:45 p.m. Call 476-9987.*

19 Friday

CRI HEMATOLOGY/ONCOLOGY JOURNAL CLUB. M 1296. 7:30-8:45 a.m.

MOUNT ZION MEDICINE GRAND ROUNDS. Herbst Hall, MZ. 8:30-9:30 a.m.

PHARMACEUTICAL CHEMISTRY 221 SEMINAR: *Intelligent Polymer-Biomolecule Conjugates for Biotechnology Applications.* Allan S. Hoffman, Bioeng, U Wash. S 1364. 11 a.m.

INSTITUTE OF HEALING ARTS & SCIENCES LECTURE: *Food for the Spirit.* Linda Riebel & Jane Kaplan, authors, teach how to balance the needs of body, mind & spirit where food is concerned. N 721. Noon-1 p.m. Call 584-4416.*

ONGOING SUPPORT GROUPS

MONDAY

FRIENDS OF LOIS AL-ANON MEETING: Closed meeting: for friends & families of alcoholics only. Conf. Rm. A, 3rd fl., MCB. Noon.*

UCSF AIDS HEALTH PROJECT MEDITATION & SELF-HYPNOSIS WORKSHOP: Weekly discussion group for anyone dealing with HIV or AIDS in themselves or others. Gazebo Rm., Davies Med. Cntr. 7-9 p.m. Call 476-3902.*

TUESDAY

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. A 222, LPPI. 10 a.m.-noon. Help-line at 759-7923 provided daily, 7 a.m.-10 p.m.*

OVEREATERS ANONYMOUS MEETING: Regular OA discussion meeting. N 717B. Noon.*

PARKINSON'S DISEASE EDUCATION & SUPPORT GROUP: For people with Parkinson's & their caregivers. Third Tues. of the month (except August). Christ Church, Lutheran, 1090 Quintara (at 20th Ave.). 2-4 p.m. Call 476-9276.*

LUPUS SUPPORT GROUP: Second Tues. of the month. C 127, MZ. 7-9 p.m. Call 773-9356.*

WEDNESDAY

PARNASSUS AL-ANON MEETING: For friends & families of alcoholics. Observers welcome. C 517. Noon-1 p.m.*

LATIN WOMEN COALITION: For Latina faculty, staff & students. Noon-1 p.m. Call Betty Jerez at 476-7117 for meeting places & dates.*

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. Conf. Rm. A, 3rd fl., MCB. 12:05 p.m.*

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. Two locations & times: A 222, LPPI, 1-3 p.m., and N 517, 7-10 p.m. Help-line also provided daily, 7 a.m.-10 p.m. at 759-7923.*

DIRECTIONS: A support/education group for newly diagnosed breast cancer patients. 4th fl. lounge, 2356 Sutter, UCSF/Mount Zion. 5-6:15 p.m. Call 885-7529 or 476-5555.*

SUPPORT GROUP FOR WOMEN LIVING WITH LIFE-ALTERING ILLNESS: 6-8 p.m. Call 775-2854 to preregister & for meeting location.*

EATING DISORDERS SUPPORT GROUP: Open to anyone dealing with an eating disorder in themselves or others. First & third Wednesday of each month. M 688. 7-8:30 p.m. Call 332-3425.*

"AT THE HEART OF IT" CARDIAC SUPPORT GROUP: For heart patients experiencing fear, anxiety, confusion & stress. A six-week series. Call Kathleen Congdon at 885-7227.*

SUPPORT GROUP FOR FAMILY/FRIENDS OF THOSE WITH MENTAL ILLNESS: Open to anyone interested in learning more about psychiatric disorders & their treaments. Call Laura Deering-Mayclin at 476-7394 for more information.*

THURSDAY

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. LPPI A222. 6 p.m.*

FRIDAY

CIRCLE OF SISTERS: Networking forum for black women working & studying at UCSF. L 535. Most Fridays. Call 476-5836.

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. C 417. 12:10-1 p.m.*

LAKESIDE SENIOR MEDICAL CENTER CAREGIVER SUPPORT GROUP: Meets on the first Friday of each month. $10 per meeting. 2501 Ocean Ave. at Junipero Serra. 2-4 p.m. Call Edith Kaplan at 986-2305.*

VARIABLE

JEWISH WOMEN'S DIALOGUE GROUPS: Call 546-6988 for meeting dates & locations.*

MOUNT ZION BROWN BAG LECTURE SERIES: *The Pain of De-Feet.* Glenn B. Pfeffer, Orthopaed. & Foot & Ankle Clin., looks at common foot problems. Sponsored by Campus Tours/Speakers Bureau. Herbst Hall, MZ. Noon. Call 476-4394 for information.*

SFGH PROGRAM IN CELLULAR & MOLECULAR MEDICINE SEMINAR: *Telomeres & Telomerase.* Elizabeth H. Blackburn, Microbio/Imm. Rm. 3208, 2nd fl., Bldg. 30, SFGH. Noon.

INSTITUTE OF HEALING ARTS & SCIENCES WORKSHOP: *Advances in Medical Qigong.* Panel of experts from the Qigong Inst. $5 students. $7 others. 7:30-9:30 p.m. Call 788-2227.*

20 Saturday

MORE TRIBAL STOMPING

Celebrate rhythm & dance at Outdoors Unlimited's Tribal Stomp with Nigerian rhythm master Danjumu Adamu and his worldbeat band, Cosono. $5/7/10. Millberry Conf. Cntr. 8 p.m.-midnight. Call 476-2078 to volunteer.*

22 Monday

OTOLARYNGOLOGY GRAND ROUNDS: *Head & Neck Infectious Diseases.* Richard Jacobs, Inf. Dis. Followed by orientation for residency applicants. S 214. 8-10 a.m.

VAMC NEURORADIOLOGY ROUNDS. Rm. BA36, VAMC. 9:30-10:30 p.m.

VAMC NEUROPATHOLOGY CONFERENCE. Rm. BA36, VAMC. 10:30-11:15 a.m.

GOT A SWEET TOOTH?

EMPACT! begins their Thanksgiving See's Candies sales today. Med. Sci. lobby. 11 a.m-2 p.m.

MELANOMA CONFERENCE. Melanoma Clin. Conf. Rm., 4th fl., MZ Pavilion. Noon.

GLADSTONE LECTURE

Dimorphism in Yeast: A Model for Fungal Pathogenesis. Gerald R. Fink, Whitehead Inst. Biomed. Res. First Gladstone Distinguished Lecturer in Cell Biology. Carr Aud., SFGH. 4 p.m. Followed by reception.

LABORATORY MEDICINE GRAND ROUNDS: *Human Retroviruses and B-Cells: Mechanisms for Autonomous B-Cell Proliferations.* Valerie Ng, Lab. Med. L 535. 4-5 p.m.

URORADIOLOGY CONFERENCE. M 464. 5-6 p.m.

23 Tuesday

PLASTIC SURGERY GRAND ROUNDS: D & C Conference. Rm. 200 1A-122, VAMC. 7 a.m.

MULTIDISCIPLINARY TUMOR BOARD: M 1296. 7:30 a.m. Call Mary Williams at 476-1421.

ORAL & MAXILLOFACIAL SURGERY GRAND ROUNDS: *Autogenous Bone Grafting in Oral & Maxillofacial Surgery: Clinical Applications.* Leonard B. Kaban, Oral & Max. Surg. C 701. 8 a.m.

NEW EMPLOYEE ORIENTATION: S 214. 8:30-10:30 a.m. Call 476-1073 to schedule.

SFGH PEDIATRIC GRAND ROUNDS. Carr Aud., SFGH. 8:30-9:30 a.m.

PEDIATRIC NEURORADIOLOGY CONFERENCE. N 721. 9 a.m.

SFGH MEDICINE GRAND ROUNDS. Carr Aud., SFGH. 11:30 a.m.

LIFE SPAN & AGING ISSUES IN CLINICAL PRACTICE SERIES: *High Technology & Ethical Dilemmas.* Panel discussion. S 664. 12:10-1 p.m.

BIOCHEMISTRY & BIOPHYSICS GRAND ROUNDS: *Helix-Helix Interactions in Membranes.* Donald Engelman, Mol. Biophys. & Biochem., Yale. HSW 301. 4 p.m. Student lunch with speaker at noon in S 980. Sign up in S 962.

SFGH GI MEDICINE/SURGERY/RADIOLOGY IMAGING CONFERENCE. Rm. 1X58, SFGH. 4-5 p.m.

NEUROLOGY GRAND ROUNDS. S 664. 5-6 p.m.

CRI/HEMATOLOGY-ONCOLOGY FELLOWS DIDACTIC COURSE. M 1296. 6-7 p.m.

24 Wednesday

SPINE CONFERENCE ROUNDS: C 417. 7-8:30 a.m.

SURGERY GRAND ROUNDS. M & M Conference. Toland Hall. 7-8 a.m.

SFGH ORTHOPAEDIC SURGERY STAFF CONFERENCE. Rm. 5K8, SFGH. 7:30-9 a.m.

HEMATOLOGY CLINICAL CONFERENCE. M 1296. 7:30-8:30 a.m.

DERMATOLOGY STAFF CONFERENCE: *Environmental Sclerodermoid Conditions.* Denny Tuffanelli, Derm. HSW 301. 8-9 a.m.

BROWN BAG LECTURE SERIES: *Current Drugs from the '60s to the '90s.* David E. Smith, Occ. Hlth., Clin. Tox. & Haight Ashbury Free Clin., discusses how drug use patterns have changed over the last 30 years. Sponsored by Campus Tours/Speakers Bureau. HSW 300. Noon. Call 476-4394.*

HEAD & NECK TUMOR CONFERENCE. Melanoma Clin. Conf. Rm., 4th fl., MZ Pavilion. 1:30 p.m.

CHILD NEUROLOGY CONFERENCE. M 666. 4:30 p.m.

MOUNT ZION VOLUNTEER ORIENTATION: Program to acquaint prospective volunteers with opportunities available in the UCSF/Mount Zion Medical Cntr. Herbst Hall, MZ. 5-7:30 p.m. Call 885-7353.*

UROPATHOLOGY CONFERENCE: *Pathology of the Bladder.* Noel Weidner, Path. M 464. 5-6 p.m.

25 Thursday

HAVE A HAPPY THANKSGIVING DAY!

Open Enrollment has arrived!

November 1 through 30 is the Open Enrollment period this year, during which time you can make changes in your health, dental, optical and legal insurance plans.

By now you should have received in your home mail a brochure with complete information on the changes this year — and there are many!

Pay particular attention to the charts on pages 8, 10 and 11. These charts outline changes in charges for health plan monthly premiums and new co-payments for certain HMO services.

Furthermore, although the Open Enrollment meetings began the last week of October, there still are several remaining on the schedule. These sessions (see schedule below) will offer an overview of your options. If you'd like to speak personally with insurance carriers, plan to attend one of the open houses listed below.

Remember, all forms must be received in the Benefits Office or Campus Accounting Office by 5 p.m. on Tuesday, November 30. The Benefits Office is at 145 Irving Street at 3rd Avenue, Box 0918; and Campus Accounting is at MCB 425, Box 0812.

Mary Kahn from the Benefits Office advises to be sure to keep a copy of all your completed forms.

The actions you take during Open Enrollment are effective January 1, 1994, with certain conditions outlined in your Open Enrollment booklet on page 3.

For further information or forms, see your department's benefits representative.

Remaining meetings

- Tues., Nov. 9, noon-1:30 p.m., Rm. 125, MCB
- Wed., Nov. 10, noon-1:30 p.m. Helman Conference Rm., Mount Zion
- Thurs., Nov. 11, noon-1:30 p.m., Toland Hall
- Tues., Nov. 16, 8-9 a.m., Executive Board Rm., Mount Zion

Carrier open houses

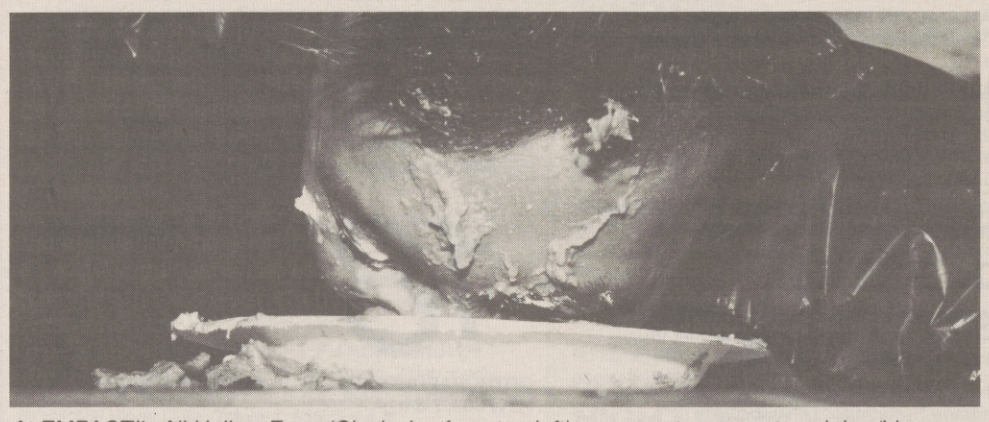
Representatives will be available to meet with you individually at the following carrier open houses:

- Wed., Nov. 17, 10 a.m.-3 p.m., Rm. 125, MCB
- Thurs., Nov. 18, 8:30 a.m.-3 p.m., Faculty/ Alumni House

Fun Zone









At EMPACT!'s All Hallow Even (Clockwise from top left) a person too scary to ask her/his name; Shirley Weber at Laurel Heights' party; the annual pig-out-on-pumpkin pie-and-get-rewarded-for-it contest. And at UCSF/Mount Zion's Pediatric Rehabilitation & Recovery Center party, seven-year-old "surgeon" Noelle Perlmutter of Big Sur improved her verbal skills by asking for treats.

In case you're in the mood for a tribal stomp

The people from Outdoor Programs instruct you to bring your rhythm and tribal attitude and join fellow adventurers for the second annual Tribal Stomp in the Millberry Conference Center on Saturday, November 20, from 8 p.m. to midnight. This year's Stomp will feature Nigerian rhythm master Danjum Adamu and his band. Tickets are $5/7/10 or $3 for volunteers. (If you want to help take tickets, tend bar, set up and/or clean up, you get a discount.) Call 476-2078 for volunteer information.

Also note:

- **UCSF Orchestra.** Sunday, November 7. Sponsored by Arts & Performances, a fall concert featuring *La Mer* by Debussy at 4 p.m., Millberry Gym. $4/6/8. Use the coupon in the current EMPACT! newsletter and your guest gets in free.
- **Ski trips.** Sign-ups begin Friday, November 9, for Christmas and New Year's ski trips to Tahoe. Spend four days skiing, partying and relaxing in warm and comfortable cabins. Cost: $110/145/155. Sign up at the Outdoors Unlimited Center, 633 Parnassus. Call 476-2078 for more information.
- **Poets on Parnassus.** Friday, November 12. Poetry readings featuring campus and guest poets. 4 p.m., Toland Hall.
- **Self-hypnosis.** Saturday, November 20. Half-day workshop teaching rapid, easily learned techniques. Improve concentration, relieve stress, transform unwanted habits, overcome fears. 10 a.m. to 1 p.m. Call 476-1115 for location and further information. Register at Millberry Fitness Desk.
- **See's Candies.** On sale Monday through Wednesday, November 22-24, 11 a.m. to 2 p.m., Medical Sciences lobby. Sponsored by EMPACT!
- **Cole Hall Cinema.** Due to construction delays, the new re-opening date is set for early January.



At George's party — besides presentations (roastings were more like it) by Chancellor Emeritus Julius Krevans, Medicine Department Chair Floyd Rector, and Associate Dean Lloyd Smith, a pretty good likeness of "Old Blue Eyes" was on hand to do a little crooning, and (above) Ephraim Engleman, director of the Rosalind Russell Arthritis Center, gave a violin tribute entitled "Sweet Irreplaceable You."

What will we do without George ... and all the others?

You may have noticed a ton of retirement parties on campus last week, all celebrating people who decided to take advantage of VERIP III, the latest early retirement plan designed to help save the University some money. One such party was for George O'Keefe who has been on campus for 27 years, including more than two decades with the Department of Medicine. George is one of 322 staff employees on this campus alone who chose to take advantage of VERIP III.

Within the entire UC system 4,578 employees opted to take early retirement out of the 12,551 who were eligible. Here's the breakdown per campus of people who have retired this year: Office of the President 147; Berkeley 308; San Francisco 322; Davis 454; Los Angeles 665; Riverside 88; San Diego 429; Santa Cruz 73; Santa Barbara 99; Irvine 205; Lawrence Berkeley Lab 200; Lawrence Livermore Lab 744; Los Alamos 836; Hastings 8.

Next year we will see even more people leaving the University — this time on the academic side. Faculty who are eligible will need to make a decision whether or not to participate in the early retirement program by May 31. Their retirement will become effective July 1.

"Race for the Cure" raises $200,000

The "Race for the Cure" in Golden Gate Park on October 24 raised more than $200,000, part of which will fund a program of mammograms for underserved women, provided by the UCSF Mammography Van.

Of the over 4,000 participants, more than 100 were from UCSF, according to team captain Jimmy Choy. In the corporate competition, UCSF was second only to Pacific Bell.

Sexual harassment

(from page 1)

tions relevant to sexual harassment, and how to identify and eliminate subtle-to-blatant sexual harassment. "Practical guidelines will be discussed as to what to do about sexual harassment, who to see, and how to understand when it actually occurs," explains Alma Sisco-Smith, UCSF's campus sexual harassment prevention coordinator. The forums will be co-sponsored by the Women's Resource Center.

Open forums for all off-campus sites will be scheduled in December and January, says Sisco-Smith. In addition, managers or supervisors who missed their management briefings, which were held in September, should call 476-5186 and sign up for one to occur on Thursday, December 9, from 1:30 to 3:30 p.m. in Toland Hall.

Breast cancer research grants

The Division of Hematology/Oncology announces a request for applications for developmental research projects in breast cancer, which represents an emerging area of scientific expertise not yet applied. Proposals will be accepted in the $10,000-$20,000 range. Grants will be funded from the division's National Cancer Institute-funded Special Projects of Research Excellence (SPORE) in Breast Cancer program. For further information call 476-9492. Proposals are due Friday, December 3.

Funds: AIDS studies

The deadline for the next funding cycle from the UCSF AIDS Clinical Research Center is Friday, December 3. Preference is given to HIV/AIDS pilot studies. Applicants can submit studies in basic science, epidemiology, behavioral science and clinical trials. For information/applications, call Layne Ethington, 476-8857.

Health care reform

(from page 8)

- **Bay Area business group on health.** UCSF providers will join with the benefits managers of several large Bay Area businesses in a collaborative move to assess quality of health care service while analyzing cost effectiveness.

The final installment of this series will be "Elements for Success," i.e., what needs to happen if the Medical Center is to thrive in the future medical environment.

Medsounds Continued

When Mount Zion's librarian headed for Russia, a revolt wasn't on the itinerary

Gail Sorrough, librarian at the Mount Zion medical library, just returned from the trip of her lifetime. She left San Francisco looking forward to an interesting exchange of information between members of her delegation — all specialists in medical informatics — and their counterparts in Russia and Hungary. Little did she expect that she would see a slice of history in the making before the trip was over!

The first part of the trip unfolded as planned. Eight people, including Sorrough, traveled to Hungary during late September and early October as part of the Citizen Ambassador Program, administered by People to People International, a cultural exchange program for the purpose of promoting goodwill between countries.

The Citizen Ambassador Program concentrates on scientific and technical exchanges, and indeed, this group of individuals from around the US, Canada and Germany — including several computer professionals, a medical school dean, a professor, a nurse, a librarian (Sorrough) and several others — were all experts in health care-related information technology.

In Hungary, they visited two cities, Budapest and Szeged, and met with representatives at a number of institutions, including the Department of Medical Informatics and the medical library at the Semmelweis University of Medicine, and the Computer and Automation Research Institute at the Hungarian Academy of Sciences.

They were scheduled to arrive in Moscow on Sunday night, October 3. Because of reports of unrest, the trip organizers checked from Budapest about the safety and feasibility of traveling to Moscow, but they were told to proceed.

"We were greeted by roadblocks," says Sorrough, describing their arrival in Moscow. Their timing coincided exactly with the anti-Yeltsin revolt, and they remained in Moscow to watch the drama unfold, including Yeltsin's retaliation and the shelling of the Parliament chambers (or White House, as it is called.) Members of her group even took photos of the shelled-out White House from the windows of their bus.

"When we came out of our hotel the morning after we arrived, directly in front of us was the radio tower [that had come under siege]," says Sorrough.

"The amazing thing was, we continued with all our meetings," she says. They called the places they were scheduled to visit, and despite the turmoil in the streets, their hosts were prepared to receive them.

Since all the major roadways were barricaded, they had to take roundabout routes, by way of back roads and alleys. "I'm sure we saw places you'd never see under normal circumstances," she says. The experience was very eerie, she admits, but not frightening. "I don't think any of us felt any real danger while we were in Moscow. What we felt was awe. We definitely were awestruck."

In some cases the Russian representatives showed signs of feeling ill at ease — one man at the Department of Health said he didn't even know if the institution would exist a week hence — but the delegation and their hosts continued to discuss information technology wherever they went, which included sites in both Moscow and St. Petersburg.



From a faxed photo taken by one of Sorrough's colleagues from the bus on October 5 — to the right is the shelled-out White House.



Sorrough

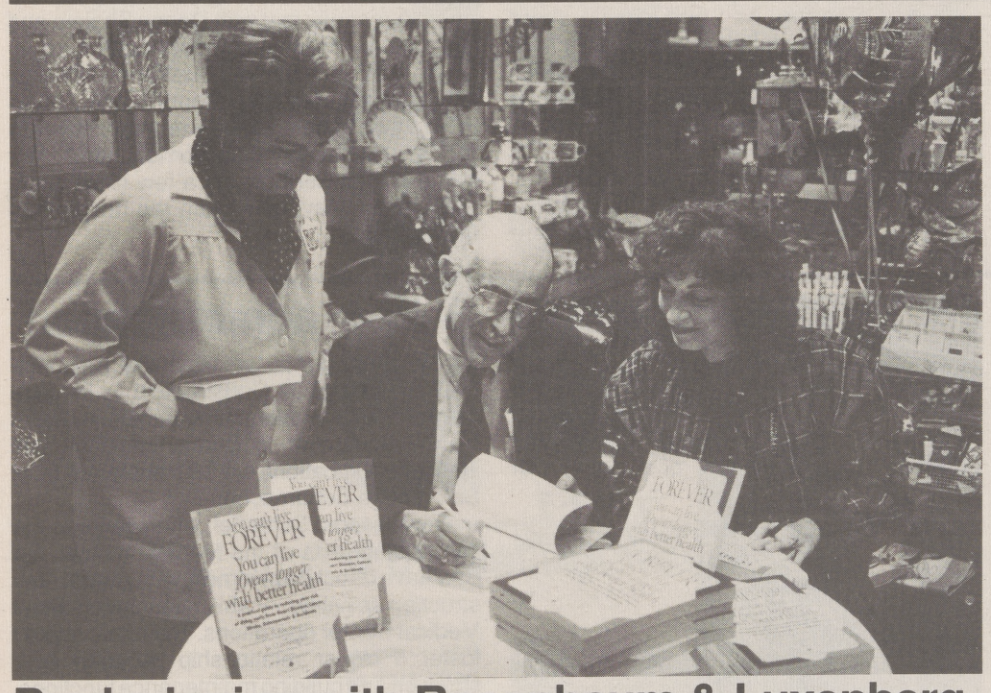
Frequently, says Sorrough, the discussions resulted in the hosts asking many questions about technology, especially software, in the visitors' countries.

"It was very, very apparent wherever we went," says Sorrough, "that these people were working with extremely limited resources." It was especially apparent in Russia, where not only was the technology so limited, but even the buildings and workplaces were terribly dilapidated.

As part of her mission, Sorrough talked to several medical professionals in Russia apart from the scheduled meetings. Before the trip, she heard from doctors, nurses and social workers at Mount Zion, where a sizeable portion of the patient population is Russian emigres. They said that anything she could learn that would give them insight into the Russian health care system and caring for the emigres would be appreciated.

What she saw and learned was how difficult it is for the Russian people to acquire health care — again, because the resources are so limited. "It explains a lot about the frame of mind of the emigres when they arrive."

Last week Sorrough gave a presentation to the Mount Zion Library Committee on her trip and her findings. She also has prepared reports and is meeting individually with health care professionals to share her findings. Her trip was sponsored by three Mount Zion funds — the Harry Weinstein Education Fund, the Leonard Rosenman Fund, and the Ernest Rosenbaum Cancer Research Fund — and the Department of Medicine Ken Woeber Teaching Fund.



Book signing with Rosenbaum & Luxenberg

The Mount Zion Gift Shop will host a book signing with Ernie Rosenbaum and Jay Luxenberg on Monday, November 15, from 11:30 a.m to 1:30 p.m. The two Mount Zion physicians, along with a number of contributors from Mount Zion and elsewhere, have written a book, You Can't Live Forever/You Can Live 10 Years Longer with Better Health *— a practical guide for reducing the risk of dying early. The book sells for $14.95, and $6 from each purchase at the Gift Shop will go to the Mount Zion Auxiliary. The book also is available at the UCSF Bookstore and various book dealers around the Bay Area. Pictured above (engaged in a little pre-book signing promotional activity) are, left to right, Gift Shop co-manager Carol Weitz, Rosenbaum and Mount Zion dietician Bernadette Bell.*

It's the Bill Keck Trio

Lisa Considine, who heads patient programs in the Development Office, called to say that the Donna Smith Fund benefit on Tuesday, December 7, will not feature pianist Randy Newman, as stated in the last issue of *Medsounds*. It will feature the Bill Keck Trio, along with a performance of the San Francisco Girls Chorus.

The benefit, called "A Celebration of Angels," also will feature a light supper and cocktails in the beautifully decorated setting of the Hamlin Girls School in San Francisco. Reservations are $75, available by calling Considine at 476-1057.

Need a caterer for your holiday event?

As the Holidays approach, so do all the social events — and who's going to cater them?

Nutrition & Dietetics' Susan Klugerman sends a reminder that the popular Moffitt Catering also is available for off-campus events large and small. Prices are competitive, the service is creative and if you're interested in references, they abound on campus. Call 476-1461.

28 employees earn Environmental Services' Superlative Awards

During the recent National Housekeeping Week, Environmental Services director Matthias Chaplin presented a number of awards, including 28 "Superlative Awards" to staff members for outstanding performance in the following categories:

Best Attendance
William Wyatt (P)*
Edna Garrovillas (LPPI)
Afdulia Diaz (MZ)
Eloine Chin (MZ)

Best Area Cleaner
Gloria Watkins (P)
Luisa Larsen (LPPI)
Emery Salliman (MZ)
Ana Gutierrez (MZ)

Most Courteous
Lily Yang (P)
Leon Bivins (LPPI)
Willie Thomas (MZ)
Cheryl Alcorn (MZ)

Best Floor Care
Krishna Reddy (P)
Leon Bivins (LPPI)
John Fernandez (MZ)
Arturo Cosenn (MZ)

Neat Uniform
Lawrence Redmond (P)
Ameal Hand (LPPI)
Mila Onilla (MZ)
Ping Miu (MZ)

Most Improved
Daumas Larice (P)
Larry Pruit (LPPI)
Lolita Hilario (MZ)
Wendy Tom (MZ)

Unsung Hero
Israel Mardukhayev (P)
Cliff Addison (LPPI)
Arthur Lee (MZ)
Daniel Socias (MZ)

*("P" for Parnassus, "LPPI" for Langley Porter, "MZ" for Mount Zion")



***Sharp dresser:** Lawrence Redmond won an award for his superlative appearance. Before the recent advent of no-iron uniforms (pictured), the staff wore cotton khakis for three years. Redmond never missed a day of looking crisp — and he did his own ironing!*

Volume 8, Number 19 November 6-26, 1993

UCSF

Medsounds

Page 1 ... Campus kicks off "En Accion Contra el Cancer"

Page 3 ... Can we do anything about violence in the workplace?

Medsounds is a section of *Newsbreak* for and about employees of the Medical Center, including Moffitt-Long, the ACC, Mount Zion and Medical Center employees at Mission Center and Laurel Heights.

My Dinner with Bill

One evening early in October, Nutrition & Dietetics' Yolanda Cortez discovered among her mail an envelope embossed with the White House seal.

Without a clue as to its contents, she opened it to find an invitation asking for the honor of her company at a reception at the White House, to be hosted by the President and First Lady *the following week*.

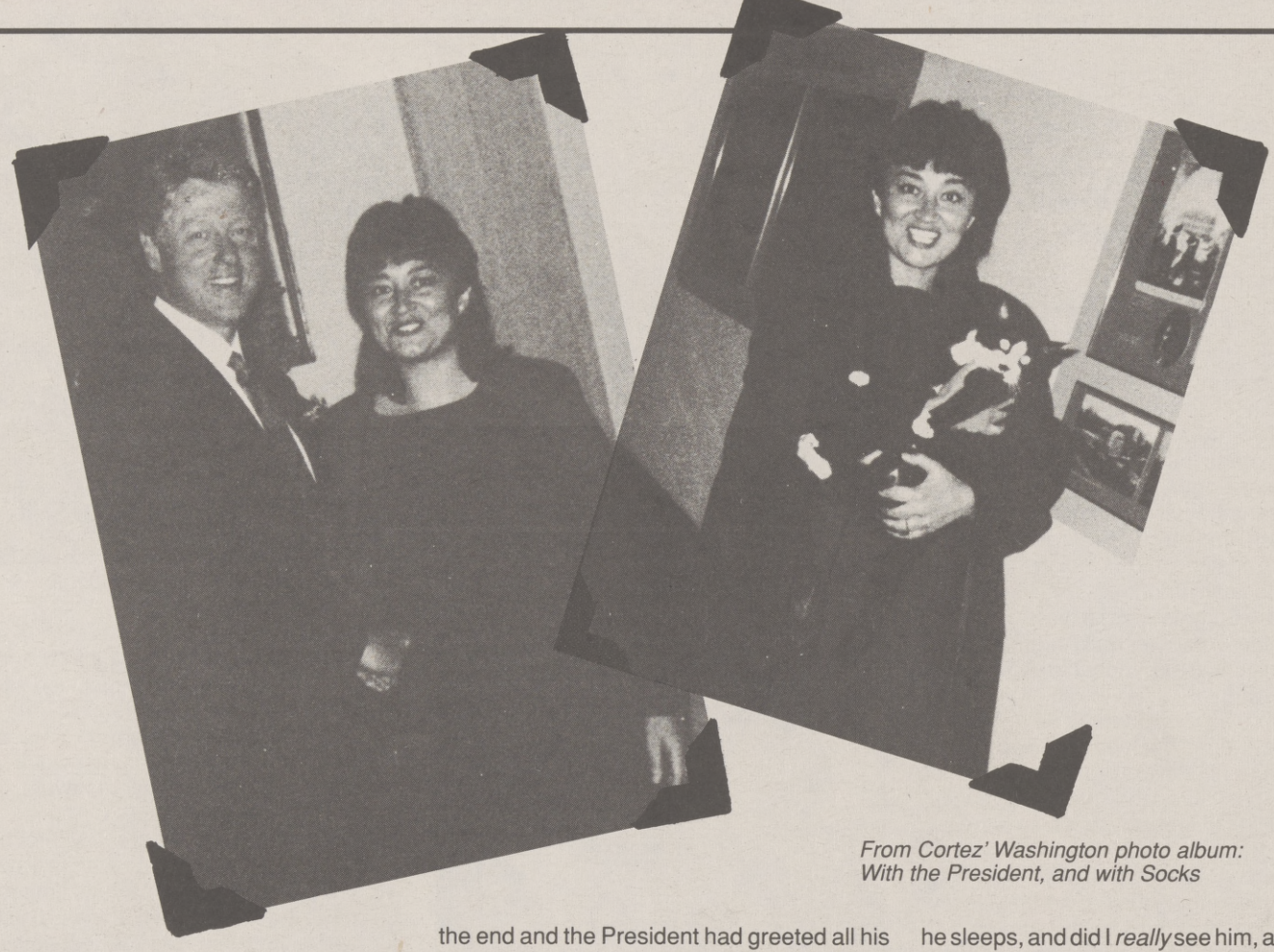
The event was to be in honor of Hispanic Heritage Month, and Cortez was invited as the California representative for AFSCME, the American Federation of State and County Municipal Employees — a union in which Bill Clinton had participated at certain junctures in his own life, according to Cortez.

She quickly returned the response card, along with various other cards that were enclosed in the invitation, asking for her social security number, date of birth, etc., and she was instructed to "be certain to bring a photo ID." With the sponsorship of the union, she made plane and hotel reservations, and a few days later she was off to Washington to meet the President.

It wouldn't be the first time she had seen Clinton in person. Recently he was the keynote speaker at an AFL-CIO meeting she attended in San Francisco, and last year during his campaign he spoke at a convention she attended in Las Vegas. But the reception held the promise of a more personal encounter — at least she hoped. After working on his campaign and serving as precinct captain of her neighborhood in Oakland, she was looking forward to meeting Clinton face to face.

Her luck held. Of the approximately 150 people who attended the event from throughout the United States, Cortez landed the first spot in the receiving line to meet the President, First Lady and Tipper Gore. (She gave up her slot to rising musical star Jon Secada, who was rushing off to a gig, but being second in line was wholly acceptable, she says.)

"Hi, Yolanda," the President said as she approached. He, in fact, knows each person's name as they arrive in the receiving line. This is accomplished by way of a Marine honor guard who stands in line ahead of the President, asks the visitor's name, and then whispers it to the President.



From Cortez' Washington photo album: With the President, and with Socks

Cortez says she had ample time to talk with her hosts. She was impressed, she said, by how intently the President listens. "His eyes aren't wandering around the room when you talk to him." She told him she was a health care worker at UC San Francisco, and about how she worked on his campaign, and her involvement with AFSCME, and the organization's keen interest in a national health care plan. She had the opportunity to discuss the latter with Mrs. Clinton as well, and expressed her hope that the First Lady would be able to accept the invitation to be guest speaker at a forthcoming health care conference in Chicago that Cortez hopes to attend.

No personal photos were allowed in the receiving line, but as the party was nearing the end and the President had greeted all his guests, she had the opportunity to ask him to pose with her under a portrait of another of her favorites, John Kennedy — albeit with a disposable camera.

"Wouldn't you know it?" she says. "My camera broke just minutes before the event." She went to the hotel gift shop and purchased a disposable camera, with which she was able to procure a snapshot not only with the President, but also with the family cat!

"It was amazing. As I was leaving, there was Socks, being taken out for a walk by a uniformed attendant. I asked the attendant if I could take a photo, and he said, 'You can do better than that. You can hold Socks, and I'll take a photo of you.'"

She says that back home, everyone zooms in on the photo and stories about Socks. "They want to know how big he is, and where he sleeps, and did I *really* see him, and on and on. I can tell you, Socks is a very heavy cat!"

Another question people ask her, she says, is "Why you? Why were you singled out to attend this event?"

It turns out that Cortez, a friendly, mild-mannered but exceedingly articulate individual who has worked at UCSF 13 years as a diet technician, has a number of irons in the fire. She is president of the state AFSCME organization representing UC employees and as such recently met with Donna Shalala and Phil Lee to discuss national health care issues. She sits on the organizations's National Health Care Advisory Council and Urban Affairs Committee, and is a representative to the AFL-CIO's Labor Coalition for Latin American Advancement — just a few clues as to why Cortez may have been the recipient of the invitation.

Part two: Medical Center's current efforts related to health care reform

This is the second in a series of reports on Bill Kerr's address to the Medical Center management staff on health care reform and the UCSF Medical Center. The first report addressed the segment of Kerr's talk on "How the Medical Center has prepared for reform." This article summarizes the segment on "Current UCSF reform-related efforts."

Regardless of health care reform activity on the national front, Medical Center Director Bill Kerr told members of the management staff, California already has been rapidly moving toward a health care environment not unlike the President's plan, providing a momentum in which UCSF is currently and actively taking part. Current efforts include:

• **Strengthening primary care relationships.** This has been occurring in a number of ways, particularly in the development of satellite clinics throughout the Bay Area. Currently there is a primary care practice in Daly City; and a new Lakeshore Clinic now under development near 34th and Sloat will offer general internal medicine, family & community medicine and general pediatrics. At the Mount Zion site, the construction of two new medical office buildings, that will house both primary and specialty physicians, is planned.

• **Managing capitated services.** The Medical Center is in the process of adding two new capitated service populations under Health Net: a Medicare population to be served at Mount Zion and a MediCal population at Parnassus. ("Capitated service" means there is a finite amount of money to care for a population, the priniciple behind managed care.) These will be small populations at first, as a means of gaining experience in preparation for larger scale efforts.

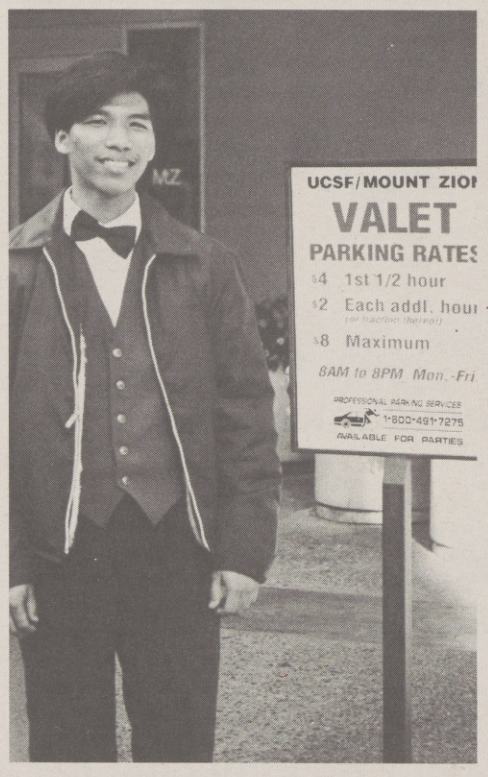
• **Per case package pricing.** Increasingly, at the bidding of third party payors, the Medical Center is engaging in "per case package pricing" in which one charge, including hospital and physician services, is defined and negotiated in advance for a particular procedure, e.g., an organ transplant. The ability to jointly negotiate is a prerequisite for contracting with health management organizations (HMOs) and other managed care entities.

• **Tertiary care strategic planning.** A lot of people may be wondering what happens to a tertiary care center, such as UCSF, when it seems the national focus is on primary care. Naturally, said Kerr, there will be a strong place for specialized services in any successful health care plan. A task force has been set up at UCSF, chaired by neurosurgeon Charles Wilson, to re-visit the issue of tertiary care in terms of what and where our focus should be.

• **Network/system affiliation.** UCSF will never have the primary care base that a system such as Kaiser maintains. But we continue to develop contractual and service relationships that a major tertiary care center can provide for such organized systems.

• **UC purchasing leverage.** There are five medical centers within the UC system, representing a major medical entity. The collective group is cooperating to mutual advantage, including a recent effort to raise the awareness of the systemwide benefits office, re: the importance of including the UC centers within the service options offered to UC employees.

(continued on page 6)



New valet parking service at Mount Zion

There's a brand new service at Mount Zion, set up at the request of physicians for the convenience of patients and families. It's a new valet parking service, available at the front entrance to the hospital on Divisadero Street. The service, which is being tested during a 60-day pilot program, is available from 8 a.m. to 8 p.m. Monday through Friday. Pictured is Louis Deliguin, one of the attendants.

Shift in administration

Bill Kerr announced last week that responsibility for Design & Construction in Medical Center Administration will be transferred from Ron Schumacher to Bruce Schroffel; and Telecommunications will be transferred from Schroffel to Schumacher.

The reasons: Schroffel, who oversees the operational units of the Medical Center, will now have direct involvement with capital construction activities — which very much affect Medical Center operations. The move should foster a closer relationship between construction and building maintenance functions.

With data and voice technologies becoming more integrated, it follows that Telecommunications should be part of the Hospital Information Systems Department.

Further, the shift will allow Schumacher to concentrate on systems development. "Multi-site operations, managed care initiatives and intense pressure for efficient use of resources are placing great demands on our information systems capabilities," said Kerr.

Thrift Shop could use holiday donations

The Hospitals Auxiliary has put out a call for donations to its "Bear-ly New" Thrift Shop. Especially needed are jewelry and gift items suitable for holiday shopping.

You can drop off your items at the shop, located at 1752 Fillmore between Sutter and Post, from 11 a.m. to 4 p.m., Monday through Saturday. While you're at it, you can fill out a form for your tax credit. If you have questions, call 921-2789, or call the Auxiliary Office, 476-4906.